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## Fort Hays State University Faculty Senate Minutes, October 10, 1978

FHSU Faculty Senate

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FACULTY SENATE MINUTES  
October 10, 1978

The meeting was called to order by Dr. Busch, Faculty Senate President, at 3:30 p.m. in the Pioneer Lounge of the Memorial Union.

ROLL CALL

The secretary called the roll and the following members were present:

Dr. Dennis Walsh, Dr. Sam Warfel, Mr. Dewayne Winterlin, Mr. Robert Brown, Dr. Lewis Miller, Dr. Steven Tramel, Dr. Lloyd Frerer, Mr. David Lefurgey, Mr. Thaine Clark, Mr. Elton Schroder, Dr. John Watson, Dr. Ed Shearer, Ms. Patricia Rhoades, Dr. Richard Zakrzewski, Dr. Charles Votaw, Ms. Ellen Veed, Dr. Louis Caplan, Ms. Sharon Barton, Dr. Robert Meier, Mr. Daniel Rupp, Dr. Ann Liston, Dr. Allan Busch, Mr. Richard Heil, Dr. Ron Smith, Dr. Gerry Cox, Dr. James Stansbury, Dr. Billy Daley, Ms. Orvene Johnson, Mr. Edgar McNeil, Ms. Sandra Lindsay, Mr. Glenn Ginther, Mr. Mac Reed, Ms. Calvina Thomas, Ms. Carolyn Gatschet.

The following members were absent: Ms. Joanne Harwick, Ms. Virginia Bornholdt, Ms. Donna Harsh.

The following alternate was present: Dr. William Robinson for Harsh.

ANNOUNCEMENTS

1. The FHSU Tenure Committee for 1978-79 has been appointed. The members are: Dr. George Wall (Business Administration); Dr. Lewis Miller (Music); Dr. Helmut Schmeller (History); Mrs. Ileene Allen (Nursing); Dr. Harold Eickhoff (V.P. for Academic Affairs), Chairman.
2. The following faculty members have been appointed to serve for one year as at-large members of the Graduate Council Research Committee: Dr. Helmut Schmeller (History) and Dr. Robert Meier (Business Administration).
3. The following faculty members have been appointed to the Allocations, Re-allocations and Reduction of Personnel Committee: Dr. Donald Bloss (Education) and Dr. Charles Votaw (Mathematics).
4. Dr. Benito Carballo has been appointed to a three year term on the Student-Faculty Court, Replacing Mrs. Vivian Baxter, whose term expired in August 1978.
5. The revision of the Faculty Handbook is still underway in the office of Dr. Calvin Harbin, Special Assistant to President Tomanek.
6. The Faculty Senate's recommendation of July 5, 1978, on the membership of the Allocations, Reallocations and Reduction of Personnel Committee is still being considered by President Tomanek.
7. The Faculty Senate's recommendation of November 8, 1977, to include two faculty members on the FHSU Sabbatical Committee is still being considered by President Tomanek.

8. Dr. Judith Vogt (Biology) has been appointed to the Regents Institutions Coordinating Council.
9. All departments represented in the Faculty Senate should have officially elected alternates and their names should be reported to the Senate Bylaws Committee in the same manner as those of regular senators. Senators, please urge your department chairmen to hold elections for alternates as soon as possible.
10. At a meeting of the Regents Institutions Coordinating Council in Topeka, September 14, 1978, "The purpose and function of RICC was discussed with a number of questions raised regarding appropriate agenda items, length of discussions and/or recommendations and whether or not a need remained for continuing the council." Three options regarding the future of RICC will be forwarded to each campus one week prior to the October 19th meeting in Manhattan. (RICC Minutes, 9/14/78)
11. President Tomanek has approved the Faculty Senate's proposal of March 7, 1978, to allow general education courses taken to meet the requirements of a departmental minor to also fulfill general education requirements.
12. It was proposed in COD that FHSU consider reinstituting the English Proficiency Examination. The Academic Affairs Committee will explore this issue with assistance from Dean W. R. Thompson and the English Department.
13. The Destiny Task Force Committee is now considering the report of the Faculty Development Committee with particular attention to that portion of the committee's report concerning the use of student evaluations.
14. The Evelyn Woods Reading Dynamics Course will in the future not be granted space on the campus for their presentation. (COD, 8/10/78)

Ms. Veed thought that the President had approved the recommendation mentioned in announcement 7. Dr. Busch said that he had searched the files and had not found any indication of such. He will check again.

Dr. Busch called attention to announcement 11 concerning general education courses meeting minor requirements. The issue was placed on the agenda before he discovered that the Senate had already approved it. It was then submitted to the President who has since approved it.

Mr. Rupp asked what the proposals were concerning the Regents Institutions Coordinating Council which were mentioned in announcement 10. Dr. Busch said that he had not received them yet. Mr. Rupp spoke in favor of retaining RICC even though its function does not seem as important now as it once did. Its usefulness could increase at any time.

Dr. Watson asked if the Senate would have a chance to see the revision of the Faculty Handbook mentioned in announcement 5. Dr. Busch said that he had been promised that the Senate would and that he had received a copy of part of the revision.

Approval of Minutes--The minutes of the previous meeting were approved as distributed.

## COMMITTEE REPORTS

### ACADEMIC AFFAIRS--Dr. Ron Smith, Chair

Dr. Smith moved the adoption of several new courses as follows:

- M1 Philosophy 400 Bioethics. (Dr. Caplan seconded) The motion carried.
- M2 Philosophy 400 Bioethics as a General Education offering provided that one of the department's current General Education courses be removed from that designation. (Mr. Rupp seconded) Ms. Veed asked why they were being asked to drop a current General Education offering. Dr. Smith said it was a policy adopted last year that a department could only have six General Education courses. The motion carried.
- M3 Biological Sciences courses 401 Clinical Microbiology, 402 Clinical Chemistry, 403 Clinical Hematology, and 404 Clinical Immunology, and 405 Topics in Medical Technology. (Dr. Walsh seconded) Dr. Frerer asked for clarification. Mr. Schroder explained that this is a formalization of the fourth year clinical program in medical technology which is conducted in five laboratories in the state and has been for many years. These courses will actually be taught in these laboratories. The actual courses in these laboratories varies, but the establishment of these courses will simplify the transfer of credits back to Fort Hays State. Dr. Busch added that a state committee to supervise the medical technology programs have recommended these courses as standard designations for the content offered in the 30 hours of the fourth year of the program. The motion carried.
- M4 Sociology 574 Sociology of Aging. (Dr. Frerer seconded) The motion carried.
- M5 Speech/Communication 637 Theater Management. (Dr. Walsh seconded) The motion carried.
- M6 Speech/Communication 226 Rehearsal and Performance. (Dr. Caplan seconded) The motion carried.

### BY-LAWS AND STANDING RULES--Mr. Lefurgey, Chair

The committee is drafting a standing rule so that the committee will be responsible for supervising the election of senators and alternates. This will be presented at the November meeting. Comments and recommendations are solicited of the senators.

Dr. Miller asked what was implied by the word "supervise" in this context. Mr. Ginther explained that the year before last he had notified department chairmen when new members needed to be elected and asked that the names of those elected be sent to him as then-chairman. This standing rule is to establish this procedure permanently.

### STUDENT AFFAIRS--Dr. Liston, Chair

The committee has worked out a schedule so that members of the committee will be attending the Student Senate meetings. Dr. Liston also asked the committee to remain after the Senate meeting for the purpose of going over the information on the Student Who's Who.



## UNIVERSITY AFFAIRS--Mr. Heil, Chair

Mr. Heil moved the following resolutions on behalf of the committee:

M7 The University Affairs Committee recommends that Fort Hays State University dismiss classes at 12:30 p.m., on Friday, October 13, for Oktoberfest. (Reed seconded) Several senators indicated concern that this issue was raised too near the time affected. Mr. Rupp said that he thought there was a previous agreement with the administration that there should be a month or other specified period of time that a proposal should be made before the Senate before the time affected by the proposal. Mr. McNeil asked why the dismissal for Oktoberfest could not be made permanent. Dr. Busch said that he would bring up a possible proposal to make this permanent under new business. Dr. Watson suggested that it would be inappropriate for one Senate to decide on this matter for future Senates. Dr. Caplan said that all Senates do it. The motion carried.

M8 The University Affairs Committee moves that the Faculty Senate adopt the following resolution. "The Faculty Senate of Fort Hays State University recommends an increase in prior service benefits be made by the Kansas Legislature for faculty members who served prior to the initiation of our present TIAA-CREF retirement plan in 1962. Two previous increases were made in 1965 and 1968, but inflation has greatly decreased the purchasing power of the prior service benefits since the last adjustment. The Faculty Senate urges President Tomanek to work for such an increase through the various channels available to him, and directs Faculty Senate President Busch to carry his recommendations to the State Council of Faculty Senate Presidents for appropriate action." (Dr. Zakrzewski seconded) Mr. Heil said that this resolution was passed by the Kansas State University Senate. Mr. McNeil said that at retirement his payment would be \$22 per month under the system referred to. Mr. Schroder would receive \$29. The motion carried.

M9 The University Affairs Committee moves that the Faculty Senate accept the wording of the Council of Deans on tenure which reads as follows: "New faculty who bring with them enough years toward tenure to be considered in the review process should be reviewed in their first year of service but not until the second semester." (Dr. Caplan seconded) Mr. Lefurgey asked what the procedures on this are on other campuses. No one present knew. The motion carried.

Mr. Heil reported that the committee had rank ordered seven possible fringe benefits to ask the President to request from the Regents as follows:

1. An increase from 5% to 10% as the state's contribution to TIAA and CREF.
2. Full medical insurance for family and faculty member with a dental rider.
3. Free tuition for faculty and the faculty's family at any Regents' institution.
4. Disability insurance program to cover the time between the expiration of sick leave and the beginning of the state disability program.
5. Health insurance after retirement to be paid by the state.
6. Alternatives to the TIAA and CREF retirement program.
7. Withdrawal from Social Security so that the presently contributed funds could be added to the present retirement program.

Dr. Busch reported that he had heard a rumor that Kansas University had asked that the retirement contribution of the state be increased to 6.5%. Mr. Schroder said that he had a letter sent to Dave Pierson from the AAUP at KU which indicated that the 6.5% referred to a request for that percentage of increase in salaries to offset the rise in cost-of-living.

#### OLD BUSINESS

There was no old business.

#### NEW BUSINESS

##### MINORS

Dr. Busch indicated that there is a problem with the present statement concerning the hour requirements for minors. The present statement as passed by the Senate indicates that a minor is 20 hours. The difficulty is that with most classes having three hours of credit it is difficult in many departments to devise a program with exactly 20 hours. Because of the necessity of sending in the copy for the new catalog before the next Senate meeting, Dr. Busch brought the problem directly to the Senate instead of referring it to the Academic Affairs Committee.

M10

Dr. Smith moved that the sentence referring to the minor in the current catalog on p. 159 which reads "If a minor is included in a student's program, it consists of 20 hours of credit in a subject other than the major and is approved by the advisor of that field" be replaced with the following: "If a minor is included in a student's program, it consists of at least 20 hours of credit in a department other than the major and meets the requirements for a minor which have been established by that department." (Dr. Frerer seconded) Mr. Ginther asked if the minor requirements would be given in the catalog as they once were. Dr. Busch said that they would be for departments which decided to offer a minor. The motion carried.

##### SALARY INCREASES

Dr. Busch read the letter which Dr. Pierson received from the KU Chapter of the AAUP to which Mr. Schroder had alluded earlier. (See attachment)

Dr. Miller asked how this request relates to the oftendstated policy that salary increases are to be based on merit. Dr. Busch said there was no relationship since the Regents can give raises for whatever reasons they choose. The actual raises for individual professors on a campus could still be given on merit. Dr. Frerer stated that if the total increase does not match the rate of inflation then almost no one can get a merit increase because they are all losing.

M11

Dr. Zakrzewski moved (Mr. Rupp seconded) that the Senate support the resolution presented by the KU Chapter of the AAUP. The motion carried.

##### FRINGE BENEFITS

Dr. Tramel asked for a clarification of the first item on the proposed list of fringe benefits, specifically, whether the increase in state contribution to TIAA/CREF to 10% would eliminate the 5% individual contribution. Mr. Heil said that his understanding of the committee's intent was that the faculty member would continue to pay 5%.

Ms. Veed asked if the intent of number 7 on the list of proposals was that the money now paid to Social Security be added to TIAA/CREF or whatever pension plan was in force. Mr. Heil said that that was the intent.

Dr. Zakrzewski asked what the procedure for submitting fringe benefits requests to the Regents was. Dr. Busch said that the Faculty Senate would present a rank-ordered list of benefits to President Tomanek who would take them to the Regents. Dr. Frerer suggested that the Senate's requests would be more effective if the list were limited to two or three.

M12 Dr. Smith moved (Dr. Frerer seconded) that the first three items on the University Affairs Committee's list be approved by the Senate. These are as follows:

1. An increase from 5% to 10% as the state's contribution to TIAA/CREF.
2. Full medical insurance for family and faculty member with a dental rider.
3. Free tuition for faculty and faculty family members at any Regents institution.

A12a Dr. Miller moved (Ms. Veed seconded) that the motion be amended to strike the third item concerning free tuition.

Dr. Miller explained that he felt that the third item unfairly distributed the benefits as faculty members with wives and children would receive more than single or childless faculty members. Dr. Caplan pointed out that the second item was unfair in the same way because those with no family would receive no more than they do presently. Mr. Rupp argued that item three be retained in the list because it would be the easiest one for the Regents to adopt from a cost stand-point. Dr. Votaw said that it was his understanding that it would be illegal to provide free tuition under present law. Dr. Tramel asked if it was essential that the list be approved at the present meeting. Dr. Busch said that according to the letter read the date of the next Regents' meeting is on October 20th which would be before the November meeting of the Senate. Dr. Zakrewski called for the question. After a voice vote Dr. Busch was uncertain of the results and called for a show of hands. The amendment was defeated by a vote of 17 to 11.

A12b Ms. Veed moved (seconded by Mr. Rupp) that the fourth item concerning disability insurance be added to the list.

Ms. Veed explained that she had made her motion because this item had been a part of last year's proposal and it had not been rejected. Therefore, it should be proposed again.

Dr. Zakrzewski proposed a friendly amendment to Ms. Veed's amendment that items three concerning free tuition and four concerning disability insurance be reversed in rank. Ms. Veed accepted the friendly amendment as did Mr. Rupp, the second.

Dr. Smith called for the question.



The amendment carried.

There was a short discussion of the fact that several of the items could be broken down into separate parts which might have a better chance of acceptance in those parts.

A12c Dr. Votaw moved (seconded by Dr. Caplan) that the motion be amended to place a salary increase above 6.5% second to Item 1, the 5% increase in state contribution to TIAA/CREF.

There was an extended discussion of strategies for presenting requests to the Regents. Dr. Caplan called for the question.

After a voice vote Dr. Busch was uncertain of the result and called for a show of hands. The motion was defeated by a vote of 18 to 10.

A12d Dr. Caplan (seconded by Dr. Watson) moved to amend the motion to include the suggestion that when Dr. Tomanek argues for the fringe benefits before the Regents, if the Regents find the full family coverage with the dental rider unacceptable he then ask for a dental rider only for the faculty member, and if they find the free tuition benefit unacceptable, he then ask for free tuition for survivors of faculty members who die while in service to a Regents institution.

Ms. Thomas stated that she understood that one must have almost perfect teeth before a dental rider is of any benefit.

There was a discussion of the usefulness of listing these benefits when the faculty can bring little pressure to bear on those responsible for granting them. Also discussed was the importance of presenting documentation to support the requests and some questions were raised as to whose responsibility it was to collect this documentation.

There was a discussion of how successful the Senate's requests for salary increases and additional fringe benefits have been. Most of the Senators with experience in these matters indicated that they had not been very successful. However, Ms. Veed pointed out that the 10% increases for three years had been successful largely because of the documentation from the Faculty Senates' Presidents group to the universities' presidents who then pushed it with the Regents. Mr. Rupp mentioned that the students had helped push the increase.

There was a discussion of how the Fort Hays State requests would be considered relative to the requests from other Regents institutions. Dr. Busch indicated that a united front would obviously produce better results. Dr. Smith asked if some campuses have benefits which others do not have. Dr. Zakrzewski suggested that because of their collective bargaining Pittsburgh might have different benefits.

Dr. Warfel called for the question.

The motion to amend carried.



Dr. Busch summarized the amended motion before the vote as follows:

M12 The Senate recommends the following fringe benefits to President  
A12b Tomanek for submission to the Regents for approval in order of im-  
A12d portance:

1. An increase from 5% to 10% as the state's contribution to TIAA/CREF.
2. Full medical insurance for faculty members' families with a dental rider for the faculty members and their families.
3. Development of a disability insurance program to cover the time between the expiration of sick leave and the beginning of the state disability program.
4. Free tuition for faculty and the faculty's families at any Regents institution.

The Senate suggests that when Dr. Tomanek argues for the fringe benefits before the Regents, if the Regents find the full family coverage with a dental rider unacceptable he then ask for a dental rider only for the faculty member, and if they find the free tuition benefit unacceptable, he then ask for free tuition for survivors of faculty members who die while in service to a Regents institution.

The amended motion carried.

M13 Dr. Zakrzewski moved (Dr. Tramel seconded) that the University Affairs Committee gather supporting documentation for the fringe benefits listed.

The motion carried.

M14 Ms. Veed moved (Mr. Reed seconded) that Dr. Busch write up the proposal for fringe benefits in such a way that it does not assume a knowledge of the present benefits or organization of Fort Hays State University so that someone outside the University can understand them.

The motion carried.

M15 Mr. Heil moved (Dr. Caplan seconded) that morning classes on Tuesday, November 14, be rescheduled for the Student-Principal- Counselor Conference as in past years.

The motion carried.

M16 Dr. Frerer moved (Dr. Walsh seconded) that the Senate be adjourned.

The motion carried.

The meeting was adjourned at 5:05.

Respectfully submitted,

Dr. Sam L. Warfel, Secretary